



State of Delaware
Public Employment Relations Board
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NOTICE OF BARGAINING UNIT DETERMINATION

IN THE MATTER OF THE PETITION TO CERTIFY THE BARGAINING UNIT INVOLVING:

ODYSSEY CHARTER SCHOOL EDUCATION	:	
ASSOCIATION, DSEA/NEA,	:	<u>REP 18-08-1156</u>
	:	
and	:	CERTIFICATION
	:	
ODYSSEY CHARTER SCHOOL.	:	

As a result of the October 4, 2018 decision in this matter, the following determinations are made:

- **Custodians share a community of interest with and are appropriate for inclusion in the proposed bargaining unit.** Odyssey Charter School personnel employed in part-time Custodian positions are eligible to vote in the October 16, 2018 representation election to be conducted by the Public Employment Relations Board.
- **The Upper/High School Guidance Counselor is an administrative employee within the meaning of 14 Del.C. §4002(o).** Consequently, this position is not eligible to be represented for purposes of collective bargaining and is not eligible to vote in the October 16 election.
- **By agreement of the parties, the 3 Greek Language Teachers, the Speech Therapist, the Specialist/Staff and Student Development and Instructional Coach, and the Specialist/Staff and Student Development positions are INCLUDED in the proposed bargaining unit.** Consequently, OCS staff holding these positions are eligible to vote in the October 16, 2018 representation election.
- **By agreement of the parties, the 4 Student Advisors, the Student Services Manager, the IT Manager, and the Facilities Manager are EXCLUDED from the proposed bargaining unit.** Consequently, these position are not eligible to vote in the October 16 election.

WHEREFORE, THE APPROPRIATE BARGAINING UNIT, AS CLARIFIED HEREIN, IS DETERMINED TO BE:

ALL CERTIFICATED AND NON-CERTIFICATED PERSONNEL EMPLOYED BY THE ODYSSEY CHARTER SCHOOL INCLUDING TEACHERS AND SPECIALISTS (School Counselors, Nurses, School Psychologists) **AND SUPPORT STAFF** (including Paraprofessionals, Facilities and Custodial personnel)

This bargaining unit specifically excludes administrative and supervisory personnel, secretaries, food service workers and substitutes.

DATED: October 4, 2018

DEBORAH L. MURRAY-SHEPPARD
PERB Executive Director

This Notice must be posted immediately upon receipt and must remain posted through the date of election.